



LINEV Group Limited

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2023

INTRODUCTION

This statement is made on behalf of **LINEV Group Limited** pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

This is **LINEV Group Limited's** statement issued under the Modern Slavery Act 2015 and builds upon the statement from 2010. It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

ORGANISATIONAL STRUCTURE

LINEV Group Ltd has business operations in the United Kingdom and the rest of the world. We operate in the sector of security and medical equipment.

OUR SUPPLY CHAINS

The Group has direct relationships with a parent company which is the major supplier of equipment. Our supply chains also include certain other routine administrative services from UK-based companies.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains. Accompanying this is our Grievance Policy which provides a system for our employees to escalate slavery and human trafficking issues and breaches of our Group policies. Both policies are reviewed annually. There have been no breaches or suspected breaches of our Anti-Slavery Policy reported in 2023.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we nominate senior representatives of the business units and functions, who in turn report to the Group's



owners.

We have in place policies and systems across our business; our trading partners; and our supply chains to:

- Identify inappropriate employment practices such as;
 - Restriction of Movement -
 - Intimidation -
 - Retention of identity documents -
 - Withholding of wages -
 - Debt Bondage -
 - Abusive working and living conditions -
 - Excessive overtime.
- Identify, and monitor other potential risk areas such as;
 - Deception -
 - Abuse of Vulnerability -
 - Physical and sexual violence -
 - Isolation.
- Mitigate the risk of slavery and human trafficking occurring.
- Protect whistleblowers; and
- Investigate reports of Modern Slavery.

ACTIONS ON FINDING INDICATIONS OF FORCED LABOUR

Any indication that the Organisation or its suppliers are in breach of or potentially in breach of section 54(1) of the Modern Slavery Act 2015 will be reported to the relevant authorities within the jurisdiction within which the Organisation or the supplier operates within.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our colleagues.



NEXT STEPS

- Raise awareness of the Anti-Slavery Policy and Grievance Policy with our employees and suppliers.
- Additional training for employees as necessary.

STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 01 Apr 2023 and was approved by the Board of Directors on 03 Apr 2023.

04 Apr 2023